

U.S. ARMY SERGEANTS MAJOR ACADEMY (PLDC)

L227

16 Aug 04

Enforce the Equal Opportunity Program

CHANGE SHEET 1

1. Synopsis. This change sheet corrects minor administrative errors in the L227, Enforce the Equal Opportunity Program Training Support Package.

2. Pen and ink changes: none.

3. Page change(s): Remove old pages and insert revised page(s) as indicated.

Remove Pages

1 thru 9

Insert Pages

1 thru 9

4. Additional changes that need explaining: none.

5. File this sheet in front of the TSP for reference purposes.

6. Approval of change sheet.

Name/Signature	Rank	Position	Date
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Karen M. Wilson	GS09	Training Specialist	
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Victor A. LeGloahec	SGM	Chief, PLDC	
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Marion Lemon	SGM	Chief, CDDD	
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TRAINING SUPPORT PACKAGE (TSP)

TSP Number / Title	L227 / ENFORCE THE EQUAL OPPORTUNITY PROGRAM
Effective Date	01 Oct 2003
Supersedes TSP(s) / Lesson(s)	L206, Enforce the Equal Opportunity Program, Oct 00.
TSP Users	600-PLDC, Primary Leadership Development Course 600-PLDC (MOD), Primary Leadership Development Course (Modified)
Proponent	The proponent for this document is the Sergeants Major Academy.
Improvement Comments	<p>Users are invited to send comments and suggested improvements on DA Form 2028, <i>Recommended Changes to Publications and Blank Forms</i>. Completed forms, or equivalent response, will be mailed or attached to electronic e-mail and transmitted to:</p> <p style="padding-left: 40px;">COMDT USASMA ATTN ATSS DCP BLDG 11291 BIGGS FIELD FT BLISS TX 79918-8002</p> <p style="padding-left: 40px;">Telephone (Comm) (915) 568-8875 Telephone (DSN) 978-8875</p> <p style="padding-left: 40px;">E-mail: atss-dcd@bliss.army.mil</p>
Security Clearance / Access	Unclassified
Foreign Disclosure Restrictions	FD5. This product/publication has been reviewed by the product developers in coordination with the USASMA foreign disclosure authority. This product is releasable to students from all requesting foreign countries without restrictions.

PREFACE**Purpose**

This Training Support Package provides the instructor with a standardized lesson plan for presenting instruction for:

Task Number**Task Title****Individual**

121-050-8010

Enforce Compliance with the Army's Equal Opportunity
and Sexual Harassment Policies

This TSP
Contains

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ENFORCE THE EQUAL OPPORTUNITY PROGRAM
L227 / Version 1
01 Oct 2003

SECTION I. ADMINISTRATIVE DATA

All Courses Including This Lesson	<u>Course Number</u>	<u>Version</u>	<u>Course Title</u>												
	600-PLDC	1	Primary Leadership Development Course												
	600-PLDC MOD	1	Primary Leadership Development Course (Modified)												
Task(s) Taught(*) or Supported	<u>Task Number</u>	<u>Task Title</u>													
		<u>INDIVIDUAL</u>													
	121-050-8010 (*)	Enforce Compliance with the Army's Equal Opportunity and Sexual Harassment Policies and Program													
Reinforced Task(s)	<u>Task Number</u>	<u>Task Title</u>													
	None														
Academic Hours	The academic hours required to teach this lesson are as follows:														
	<u>Resident</u> <u>Hours/Methods</u>														
	2 hrs 5 mins / Conference / Discussion 45 mins / Role Playing														
	Test	0 hrs													
	Test Review	0 hrs													
	Total Hours:	3 hrs													
Test Lesson Number	<u>Hours</u>		<u>Lesson No.</u>												
	Testing (to include test review)		N/A												
Prerequisite Lesson(s)	<u>Lesson Number</u>	<u>Lesson Title</u>													
	None														
Clearance Access	Security Level: Unclassified Requirements: There are no clearance or access requirements for the lesson.														
Foreign Disclosure Restrictions	FD5. This product/publication has been reviewed by the product developers in coordination with the USASMA foreign disclosure authority. This product is releasable to students from all requesting foreign countries without restrictions.														
References	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th style="width: 20%;"><u>Number</u></th> <th style="width: 30%;"><u>Title</u></th> <th style="width: 20%;"><u>Date</u></th> <th style="width: 30%;"><u>Additional Information</u></th> </tr> <tr> <td>AR 600-20</td> <td>ARMY COMMAND POLICY</td> <td>13 May 2002</td> <td>Chapters 6,7, and Appendix E</td> </tr> <tr> <td>TSP NUMBER 121-A-8010</td> <td>Enforce Compliance with the Army's Equal Opportunity and Sexual Harassment Program</td> <td>July 1997+</td> <td>SH-3-2 thru SH-3-24</td> </tr> </table>			<u>Number</u>	<u>Title</u>	<u>Date</u>	<u>Additional Information</u>	AR 600-20	ARMY COMMAND POLICY	13 May 2002	Chapters 6,7, and Appendix E	TSP NUMBER 121-A-8010	Enforce Compliance with the Army's Equal Opportunity and Sexual Harassment Program	July 1997+	SH-3-2 thru SH-3-24
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AR 600-20	ARMY COMMAND POLICY	13 May 2002	Chapters 6,7, and Appendix E												
TSP NUMBER 121-A-8010	Enforce Compliance with the Army's Equal Opportunity and Sexual Harassment Program	July 1997+	SH-3-2 thru SH-3-24												

Student Study Assignments

Before class--

- Read Student Handouts 1 thru 3.

During class--

- Participate in classroom discussion.
- Complete Practical Exercise 1.

After class--

- Turn in recoverable reference materials.

Instructor Requirements

1:8, SSG, PLDC graduate, ITC, and SGITC qualified

Additional Support Personnel Requirements

Name

Stu Ratio

Qty

Man Hours

None

Equipment Required for Instruction

ID Name

Stu Ratio

Instr Ratio

Spt

Qty

Exp

559359

SCREEN PROJECTION

1:16

1:2

No

1

No

673000T101700

PROJECTOR, OVERHEAD, 3M

1:16

1:2

No

1

No

7110-00-T81-1805

DRY ERASE BOARD

1:16

1:2

No

1

No

7510-01-424-4867

EASEL, (STAND ALONE) WITH PAPER

1:16

1:2

No

1

No

Materials Required**Instructor Materials:**

- Training support package.
- VGTs: 1 thru 16.
- Copies of PE-1, Role-Play Exercise, p C-1 and C-2 (1 per student).
- Copies of PE-1, Role-Play Exercise, p C-3 thru C-5 (5 copies).
- Solution for PE-1, p C-6.

Student Materials:

- Pen or pencil and notepaper.
- Reading material listed on the Advance Sheet in Appendix D.

Classroom, Training Area, and Range Requirements

CLASSROOM (40X40 PER 16 STUDENTS)

Ammunition Requirements

Id

Name

Exp

Stu Ratio

Instr Ratio

Spt Qty

None

**Instructional
Guidance**

NOTE: Before presenting this lesson, instructors must thoroughly prepare by studying this lesson and identified reference material.

Before class--

- Issue SH-1 thru SH-3 during inprocessing.
- Inform students that they must read SH-1 thru SH-3 before class.
- At least 3 days prior to class, select 5 people IAW the requirements of PE-1 to participate in the role-playing exercise. Issue each of the participants a copy of PE-1, p C-3 thru C-5 and tell them to practice the role-playing exercise prior to class.
- Study and be ready to conduct PE-1.

During class--

- Conduct the class in accordance with this TSP.
- Conduct PE-1.
- Issue students Solution for PE-1, p C-6.

After class--

- Collect and turn in all recoverable materials.

**Proponent
Lesson Plan
Approvals**

<u>Name</u>	<u>Rank</u>	<u>Position</u>	<u>Date</u>
/s/Elliott T. McGough /t/McGough, Elliott T.	GS09	Training Specialist	24 Jul 03
/s/Frank W. Berta /t/Berta, Frank W.	MSG	Course Chief, PLDC	24 Jul 03
/s/Brian H. Lawson /t/Lawson, Brian H.	SGM	Chief, NCOES	24 Jul 03
/s/Albert J. Mays /t/Mays, Albert J.	SGM	Chief, CDDD	24 Jul 03

SECTION II. INTRODUCTION

Method of Instruction: Conference / Discussion
 Technique of Delivery: Small Group Instruction (SGI)
 Instructor to Student Ratio is: 1:8
 Time of Instruction: 5 mins
 Media: None

Motivator

You are responsible for providing the strong leadership that develops effective teams, leading to success on the battlefield. Ultimate success in battle will depend largely on the development of well trained and highly motivated cohesive combat ready teams. These soldiers must not only share a common belief in the cause for which they fight, but the mutual respect, trust, and confidence required of today's soldiers.

An essential condition for the Army to accomplish its mission of national defense is the preservation of discipline and order. While it is true that we cannot compromise discipline, it is just as true that we cannot achieve discipline and teamwork in an atmosphere of dissension and distrust.

It is imperative that you recognize and manage diversity so that it does not interfere with the Army's mission effectiveness or ability to fight and win on the battlefield. Your challenge is to execute your leadership duties so as to support the Army's Equal Opportunity/Equal Employment Opportunity (EO/EEO) programs, by fostering mutual respect and dignity for soldiers through your personal conduct and professional leadership.

Terminal Learning Objective

NOTE: Inform the students of the following Terminal Learning Objective requirements.

At the completion of this lesson, you [the student] will:

Action:	Enforce compliance with the Army's Equal Opportunity (EO) and Equal Employment Opportunity (EEO) policies.
Conditions:	While serving as a squad leader in simulated operational conditions in a classroom environment given an extract from AR 600-20 (SH-2) and SH-3.
Standards:	<p>Complied and enforced compliance with the Army's Equal Opportunity (EO) and Equal Employment Opportunity (EEO) policies by--</p> <ul style="list-style-type: none"> • defining EO and EEO policies, • identifying unit leadership responsibilities for EO and sexual harassment policies, • identifying actions that constitute violations of EO and sexual harassment policies and leaders' appropriate response to the violations, • identifying appropriate actions that leaders must take to prevent sexual harassment, and • describing leader roles and responsibilities for resolving EO complaints <p>IAW AR 600-20 (SH-2) and SH-3.</p>

Safety Requirements

None

Risk Assessment Level

Low

Environmental Considerations

NOTE: It is the responsibility of all soldiers and DA civilians to protect the environment from damage.

None

Evaluation

You will take a written examination. The examination will contain questions from this lesson. You must correctly answer 70 percent or more of the questions on the examination to receive a GO. Failure to achieve a GO on the examination will result in a retest. Failure of the retest could result in your dismissal from the course.

**Instructional
Lead-In**

The Army's equal opportunity training you receive is part of the continuous, sequential, and progressive training that you will receive throughout your military career. Each phase of training will build on the last as you acquire greater levels of leadership and responsibility. This phase raises your level of leadership through awareness about equal opportunity issues, yourself, and those you lead. At the completion of this training you should have a better understanding about how you, as Army leaders, are to enforce the Army's EO/EEO programs.

Developing a team and the warrior ethos of the soldiers is impossible if the squad you lead is experiencing problems with EO/EEO. You must act quickly to recognize and relieve the squad of the EO/EEO problems by using the means explained in this lesson.
